

June 26, 2015



News Release

Company name:	GLORY LTD.
Representative:	Hirokazu Onoe, President
Headquarters:	3-1, Shimoteno 1-chome, Himeji, Hyogo, JAPAN
Securities Code:	6457
Stock Exchange:	Tokyo (1st Section)
Accounting Term:	March

Notice regarding Introduction of Incentive Plan
for Senior Managers of GLORY

GLORY LTD. (the “Company”) hereby announces that a resolution was made at its Board of Directors meeting held on June 26, 2015 to introduce a stock-based incentive plan (the “Plan”) for the Company’s Executive Officers and other management employees (collectively “Senior Managers”) as described below.

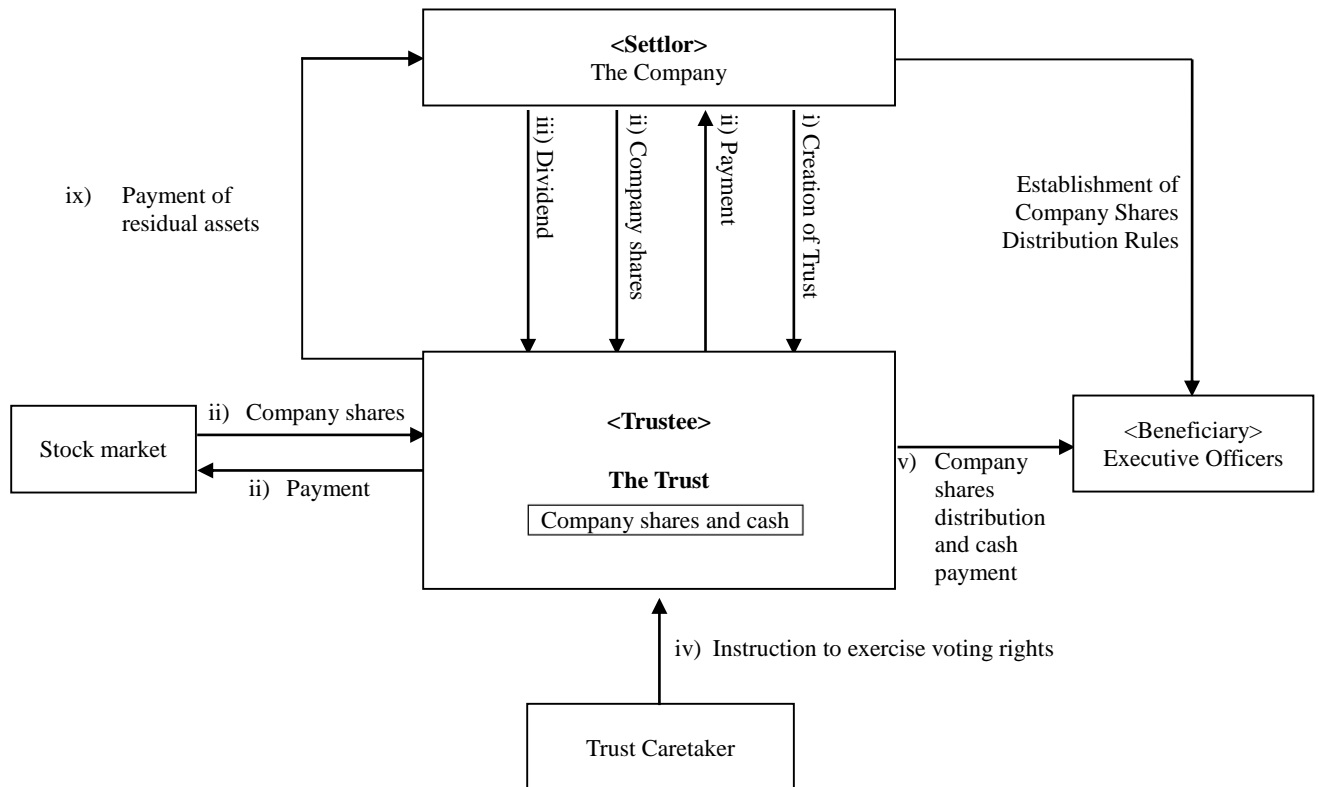
Time of commencement and duration of the Plan, time of acquisition of the Company shares, total amount of the shares to be acquired and other details of the Plan will be announced as soon as those are decided.

1. Purpose of introducing the Plan

- (1) The Plan, to be introduced for Senior Managers, is an incentive plan that is designed to enhance their contributions to improve the Company’s business performance and increase its corporate value over the medium to long term, and to achieve the goals under the “2017 Medium-Term Management Plan” now in progress.
- (2) The Plan will be implemented under a scheme called an Employee Stock Ownership Plan (ESOP) trust (the “Trust”).
- (3) Under the Plan, each of Senior Managers will be awarded prescribed evaluation points according to his or her position and the degree of the Company’s achievement of the business performance goals, based on which the shares of the Company to be acquired by the Trust and the cash conversion equivalent thereof (collectively the “Company Shares”) will be distributed to each such Executive Officer during his or her term of office in the Company and upon retirement.

- (4) It is expected that the introduction of the Plan will encourage Senior Managers to carry out their respective tasks bearing in mind the Company's business performance and stock price trend, thereby increasing incentives to work. Further, as the voting rights pertaining to the Company shares in the Trust will be exercised in such a manner as to reflect the intention of Senior Managers, it will be an effective plan for upgrading the corporate value that would encourage Senior Managers' participation in the Company management.

2. Outline of the Plan



- i) The Company will set up the Trust by entrusting an amount of money, beneficiaries of which will be Senior Managers who meet the beneficiary requirements.
- ii) The Trust will use the money entrusted as per i) above in accordance with instructions from the trust caretaker to acquire, during a pre-set period, such number of the Company shares as would be expected to be distributed to the beneficiaries during the Trust period, from either the Company (disposal of its treasury shares) or from the stock market.
- iii) The Trust will receive the dividends (on the Company shares) as a shareholder of the Company.
- iv) Throughout the Trust period, the trust caretaker will give instructions as to the exercise of rights as a shareholder, such as the voting rights, based on which the Trust will exercise its rights as a shareholder.

- v) During the Trust period, each of Senior Managers who have satisfied specific beneficiary requirements will be awarded prescribed evaluation points in accordance with the Company Shares Distribution Rules and will receive the number of Company Shares equivalent to a pre-set ratio of the points awarded to each of them.
- vi) Any residual assets after distribution to beneficiaries will be to be vested in the Company upon dissolution of the Trust, within the limit of the trust expense reserve as calculated by deducting the acquisition cost of the Company shares from the Trust money.

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About GLORY LTD.

GLORY LTD., headquartered in Himeji, Japan, is a pioneer in the development and manufacture of money handling machines and systems. GLORY provides a variety of products such as money handling machines, cash management systems, vending machines, automatic service equipment, and cash management solutions that are built on its leading-edge recognition/identification and mechatronics technology. Committed to meet society's wide-ranging needs, GLORY serves the financial, retail, vending machine, amusement and gaming industries in over 100 countries around the world. GLORY employs approximately 9,000 people worldwide. For more information about GLORY, please visit GLORY Group website at <http://www.glory-global.com/>

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